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From: Clemmer, Jill (DPH)
Sent: Thursday, September 22, 2011 7:45 AM
To: Dunn, Ceci (DPH); Medina, Nicole (DPH); Corbett, Kate (DPH)
Cc: Onofrey, Shauna (DPH); Nickerson, John; Marinucci, Cecilia (DPH); Connolly, Grace (DPH)
Subject: RE: pumping room

Hello All:

It seems that a meeting of at least the people on this email, maybe more, is necessary prior to solidifying changes to the operation of the Nursing Mothers' Room. Use of a deadbolt lock raises safety and accessibility concerns that have not been fully discussed. I believe that there may be other items to address as well.

Respectfully,
Jill

From: Dunn, Ceci (DPH)
Sent: Wednesday, September 21, 2011 1:24 PM
To: Medina, Nicole (DPH); Corbett, Kate (DPH)
Cc: Clemmer, Jill (DPH); Onofrey, Shauna (DPH); Nickerson, John; Marinucci, Cecilia (DPH); Connolly, Grace (DPH)
Subject: FW: pumping room

Nicole and Kate –

We appreciate the work that you and John did in setting up a nursing room for the building. Breastfeeding is an important public health priority, and it is important to have a room for nursing mothers to use in privacy. The policy that we set at the Building Operations meeting last week is a policy for the entire building – as more nursing mothers return to work, the demands on the room increase. We appreciate that you and the other mothers who have used the room in the past are willing to share the space with other nursing moms. That is a personal decision, however, not a building-wide policy. You will still be able to do that. If you elect not to hang the sign on the door indicating that the room is occupied, or if you choose not to use the deadlock, then that is your choice. Another mom might make another choice. In an emergency situation, you can knock on the door and discuss the situation with whoever is using the room. This is the policy that is in place for the nursing mothers' room at 250 Washington Street, and as far as we know they haven't experienced any problems with it.

Once the changes are made to the room, then a building-wide email will be sent out, alerting moms who might not know about the availability of the room to its' existence, and letting everyone know of the changes.

Thank you,
Ceci Dunn and Grace Connolly

Ceci Dunn

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From: Medina, Nicole (DPH)
Sent: Thursday, September 15, 2011 2:10 PM
To: Clemmer, Jill (DPH); Dunn, Ceci (DPH); Onofrey, Shauna (DPH); Nickerson, John; Marinucci, Cecilia (DPH)
Cc: Corbett, Kate (DPH)
Subject: RE: pumping room

We want to extend our thanks to John Nickerson for his efforts in creating a place for us nursing mothers to return to work and still be able to nurse; he did a lot of work a few years ago when there was 6 plus moms using this room. We never had any problems in the past with this room. I understand that a non-nursing mother coming in maybe awkward; however Isabella is in and out quickly and I am sure this is more awkward for her than us. We oppose the deadbolt due to the fact that in an emergency situation if we would need to leave it would be very difficult to get bottles out of the ref if the room was occupied and locked. If privacy/exposure is an issue there are covers designed for privacy while nursing and that can be used. If any changes to this room are made for privacy we would suggest adding in a curtain like what is used in a medical office.

Please notify or consult with all moms using this room prior to making any changes.

Nicole Medina 617-983-6630
Kate Corbett 617-983-6632

Nicole E. Medina
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From: Clemmer, Jill (DPH)
Sent: Thursday, September 15, 2011 1:13 PM
To: Medina, Nicole (DPH); Corbett, Kate (DPH)
Subject: FW: pumping room

FYI, Nicole & Kate... Looks like the original email that Shauna sent is getting some attention... let me know if you have any concerns about the proposed below...

Jill
(So much for "Case Closed"!)

From: Dunn, Ceci (DPH)
Sent: Thursday, September 15, 2011 12:55 PM
To: Onofrey, Shauna (DPH); Clemmer, Jill (DPH)
Cc: Nickerson, John
Subject: RE: pumping room

Jill and Shauna –

We met today on this issue and have a plan. John will be installing a deadbolt lock on the inside of the door on the lactation room. At the same time, we will be developing a sign for the outside that says something to the effect of "room in use" possibly with a clock alerting all comers when the room is expected to be free again. I will be working with Jacki Dooley to create a sign, and it should be in place very soon.

If you have any questions, please don't hesitate to let me know.

Thanks,
Ceci

Ceci Dunn

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From: Onofrey, Shauna (DPH)
Sent: Thursday, August 25, 2011 6:17 PM
To: Nickerson, John; Marinucci, Cecilia (DPH)
Cc: Dunn, Ceci (DPH); Clemmer, Jill (DPH)
Subject: RE: pumping room

John,

As I stated earlier, the employee with the locker in the room entered, without knocking, while I was using the room. Therefore, the room is not "free from intrusion from coworkers" as it needs to be. I do not believe that the request for a sign that can be placed on the inner or outer door when the room is in use so that others with access to the room know to wait or knock is an unreasonable request. If more than one mother needs to be able access the room at a time, new users need to be made aware of that.

Thank you,
Shauna

From: Nickerson, John [mailto:John.Nickerson@umassmed.edu]
Sent: Thursday, August 25, 2011 11:11 AM
To: Onofrey, Shauna (DPH); Marinucci, Cecilia (DPH)
Cc: Dunn, Ceci (DPH)
Subject: RE: pumping room

Shauna

We have had this room in service now for over two years and have never heard any complaints, when we started the room there was only one key but we had more than one mother and the group asked me to provide another key which we did, we had another request as we had around 6 mothers we were asked to provide a third key. There are 3 keys and to my knowledge only one employee that has access (the janitor) that cleans the room also has a locker. If there are other people using the room please let me know and I will stop it, they can only gain access from the three sets of keys on the second floor if they are getting the key there we will change the location of the keys. When we set this room up it was done according to the fair labor Standards act.

If you would like to talk about something else that may be need please feel free to let me know, Nicole Medina help me set the room up.

Sorry for the delay.

John

From: Onofrey, Shauna (DPH) [mailto:shauna.onofrey@state.ma.us]
Sent: Thursday, August 25, 2011 10:25 AM
To: Marinucci, Cecilia (DPH); Nickerson, John
Cc: Dunn, Ceci (DPH)
Subject: RE: pumping room

Cecilia and John,

It has been one week and I have not heard anything regarding this issue. Has any progress been made? I recognize that finding a dedicated space in this building may be difficult. However, the amendment to section 7 of the Fair Labor Standards Act of 1938 pass as part of the Patient Protection and Affordable Care Act on March 23, 2010 clearly states that an employer shall provide "a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by an employee to express breast milk." Obviously with the current situation, the room is not free from intrusion from coworkers. At very least there needs to be a screen or room divider placed in the area or an "in use" sign that will be heeded placed on the door. Any update on this issue would be appreciated.

For your information, the amendment can be viewed in full at
<http://www.usbreastfeeding.org/Portals/0/Workplace/HR3590-Sec4207-Nursing-Mothers.pdf>

Thank you for your attention on this matter,
Shauna

From: Marinucci, Cecilia (DPH)
Sent: Thursday, August 18, 2011 12:09 PM
To: Onofrey, Shauna (DPH)
Cc: Kludt, Patricia (DPH)
Subject: RE: pumping room

Hi Shauna,

I have forwarded your email to John Nickerson he will be in contact with you to resolve this issue.

Thanks
Cecilia

From: Onofrey, Shauna (DPH)
Sent: Thursday, August 18, 2011 11:49 AM
To: Marinucci, Cecilia (DPH)
Cc: Kludt, Patricia (DPH)
Subject: pumping room

Hi Cecilia,

I just thought I should mention that it would be helpful if you informed women using the pumping room that there are people who have lockers in that room who may come in. I was under the impression that there was only one key so I was not likely to be interrupted. Pumping at work is awkward to begin with and it becomes extra awkward when someone you do not expect comes into the room. I think as the State Health Department it is important that we support mothers who choose to continue to provide breast milk to their children after returning to work. Providing this space is a great way to do that, but the information about the space should be clearly spelled out.

Thanks,
Shauna

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